

TENTATIVELY AGREED
LETTER OF UNDERSTANDING RE: POLICIES AFFECTING TERMS AND
CONDITIONS OF EMPLOYMENT

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

Those "Policies, Procedures and Guidelines" published at www.mcmaster.ca/policy affecting terms and conditions of employment, which are not specifically mentioned in this document, will continue in force unless they are changed by the Employer. In those cases where there is a conflict between a policy and this Collective Agreement, the Collective Agreement shall prevail.

The Employer will advise the Union a minimum of ten (10) days prior to a policy change being presented to the University Senate or Board of Governors as applicable, which will affect the terms and conditions of employment of Bargaining Unit Members. The Employer will, if requested by the Union to do so, meet with the Union to discuss such change to the policy. The Employer shall consider the Union's comments in good faith.

For the Union:

Mitchell Lupa President, CUPE Local 3906	Date
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Caleb Smolenaars Lead Steward, CUPE Local 3906	Date
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For the University:

Maggie Pooran Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations	Date
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Chris Eley Acting Director, Housing & Conference Services & Chair, University Bargaining Team	Date
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EMPLOYMENT– TENTATIVELY AGREED 4/16/2025